

ADC Post

AD Excelleum Conamur - We Strive Toward Excellence

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Myers brings more than 40 years of legal experience to ADC.

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TSU sharpening their skills

Arizona Honors Corrections Officers



Left to Right: COII Joel Reza, Florence, COII Luis Hernandez, Douglas, COII Allen Blume, Phoenix, COII Johnnie Mendoza, Eyman, Director Dora Schiro, COII Roosevelt McKnight, Lewis, Governor Janet Napolitano, COII Derrick Sowards, Perryville, COII Rosendo Gutierrez, Tucson, COII Pete Aguilar, Safford, COII Chris Morantz, Winslow, COII John Cowan, Yuma and Offender Operations Division Director Jeff Hood.

See Corrections Officers page 6

Legislative Session Accomplishments

Approved FY05 Budget Includes a \$1,000 Employee Pay Raise

The Forty-sixth Legislature, Second Regular Session, of the Arizona State Legislature convened on January 12 and adjourned on May 26, 2004. Below are the changes included in the ADC FY05 budget and a brief summary of some of the bills signed by the Governor that are of interest to the Arizona Department of Corrections.

HB 2019 – Chapter 5 – state corrections department; fund; appropriation from Special Session.

- Imposes an additional assessment on DUI and BUI crimes to finance the new Prison Construction and Operations Fund that the bill establishes.
- Authorizes certificates of participation to finance the addition of 1,000 public prison beds.
- Requires ADC to expand an existing private facility by 1,000 beds.
- Appropriates the following:

- ✓ \$859,200 for out of state provisional beds.
- ✓ \$1.7 million to contract for jail beds in Coconino and Navajo Counties.
- ✓ \$5 million from the Corrections Fund in FY 2004 to ADC to continue the geographic bonus for correctional officers assigned to one of three prisons.
- ✓ \$250,000 from the Prison Construction and Operations Fund to ADC for a drug treatment pilot program.
- Holds ADC harmless for a \$3.1 million increase in health insurance premiums.

HB 2008 – Chapter 87[E] – *ASRS; health care premium subsidy

Provides that ASRS pay the greater cost of either two individuals or one family benefit for spouses who are both either retired or disabled. This avoids a marriage penalty for purposes of health benefits for ASRS members who are retired or disabled. See Legislative Session page 7

From Her Desk



Dora B. Schriro

We learned a lot about our agency in the past fiscal year that we've spent together. Here are several highlights.

Through our extraordinary series of strategic planning sessions, line staff and central office administrators have come together to tackle **prison overcrowding** and produced a plan that cumulated in the authorization this past December to build this department's first level-one beds, *1000 level-1 beds* – 500 in Perryville (300 male and 200 female), 300 in Tucson, and 200 in Douglas – that will be ready for occupancy this December. These are transitional beds for minimum security inmates within months of release. Here, we will also introduce *direct supervision* and *unit management*, two of the field's most promising practices in the area of prison management. Because nearly as many inmates are revoked as are admitted from court, a talented team from the programs and offender operations divisions invented *Half-Way Back*, a re-entry program for at-risk parolees that has already begun to slow the confined population's rate of growth.

Our splendid community of leaders also developed the "Schafer plan," in which the support services division and then-Captain Schafer were instrumental in the development of a **comprehensive pay plan** for our correctional officer series, programs staff, and community

supervision officers. This plan fixes many of the inequities you suffer, largely within existing resources. The "Schafer plan" has been presented to and approved by ADOA. Now in its second iteration, "*Schafer plan II*" also adjusts salaries for these three groups which represents about 80 percent of all ADC employees, to the market rate. Now, we tackle the remaining pay problems.

In the aftermath analysis of the hostage standoff at ASPC this past January, we also learned we are only as strong as our policies, post orders, and personnel work well. To that end, our ever expanding team of subject matter experts has put into place this country's most ambitious **Back-to-Basics (B2B)** initiative ever undertaken. Our B2B effort features a *peer review assessment* to ensure every work unit complies with policies, procedures, and post orders, and an assessment process to ascertain personnel's proficiency that we call *core competency testing*. Where problems are found, the team fixes the underlying problems and when staff perform some duties poorly, there's ample opportunity to improve with the introduction of *OJRT*, on the job retraining. We also discovered the department's **classification system** is long overdue for an update which is now in process, too. Taking the lead again, ADC is also adding a **risk assessment** to better assign inmates to work whether it's the kitchen in the Morey unit at ASPC-Lewis or an IGA crew in Globe.

Across the board, in our many conversations during tours and by e-mail, after-action analyses, and strategic planning sessions, the common concern expressed by everyone in ADC is about being *correctional professionals who do their jobs and get the Job done*. To this end, we are about to launch the next significant step in our agency's **striving for excellence**, rewriting the department's **Professional Principles** and introducing its *Code of Conduct*. I firmly believe that when each of us acts with integrity, takes ownership for our own actions, asks great questions, and always does our best, not only do we do our job, *the Job gets done*. Our next issue of The Post will be dedicated to this process, the most important in our journey together toward flagship status.



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ADC Celebrates Women in the Workplace

The March celebration of "Women's History Month" was a time to recognize the achievements of women in the Department who have provided hope and inspiration.

To mark the celebration, ADC employees were encouraged to nominate a female colleague who most inspired them with hope and possibility. The women nominated attended a Luncheon at Central Office in Phoenix where they each received a "Woman of Distinction" certificate awarded by Director Dora Schriro.

Director Schriro was a featured speaker. She encouraged her audience to be all they can

be and make a difference. Joining her at the Luncheon were Director of the Department of Administration Betsey Bayless and Director of Public Relations for the Thomas J. Pappas School for homeless children Ernalee Phelps. The speakers commended each of the women present for being a mentor, friend and colleague.

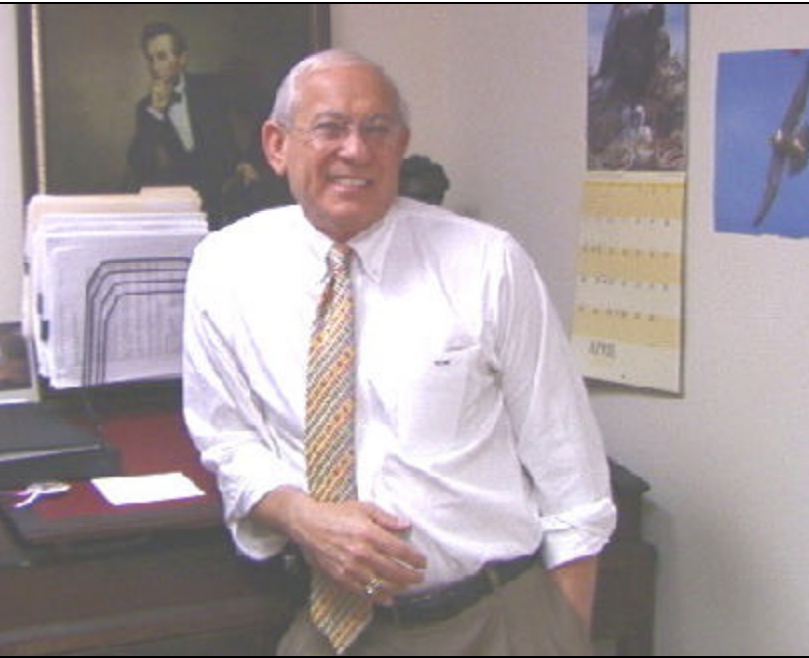
JoAnn Perkins, one of the recipients, expressed her appreciation for being honored and the opportunity to see old friends and put faces to names she has heard and seen so often.

See Women's History page 3



COII Roberta Turley and Director Dora Schriro at the Women's History Month celebration

Former Judge Hired as Counsel



ADC Legal Counsel Robert D. Myers

Director Dora Schriro has appointed former Maricopa County Superior Court Presiding Judge and Chief Deputy Attorney General Robert D. Myers to serve as legal counsel of the Arizona Department of Corrections.

Myers, a native of Massachusetts, will oversee ADC’s Legal Services unit, and serve as a legal consultant to Director Schriro. Myers brings more than 40 years of legal experience to ADC.

“We are fortunate to have such an esteemed jurist as a member of our team,” said Director Schriro. “His contributions will be immeasurable.”

While serving as the chief deputy attorney general for Arizona in 2003, Myers managed the Consumer Protection, Civil Rights and Criminal Divisions and the Solicitor General Office. He spent countless hours in the fight against Internet crime and identity theft, and helped Attorney General Terry Goddard during his transition phase by recruiting accomplished lawyers to fill critical slots within the Office of the Attorney General.

From 1989 to 2002, Myers was a judge for Arizona Superior Court in Maricopa County, the last five years presiding over all the divisions within Superior Court. As presiding judge, he was directly and indirectly responsible for every trial judge in Maricopa County, and managed more than 3,200 employees with a budget of over \$95 million.

Myers decided to become a judge following a successful career in private practice as a trial lawyer.

“I left private practice because I wanted to work in government and improve the administration of justice. With my experience as a trial lawyer, knowledge of the courts and education, being a judge was the most meaningful way to help,” said Robert Myers.

Throughout his life, Myers’ altruism has extended beyond work. He volunteers his services to the less fortunate and a host of non-profit organizations. He was president of Central Arizona Big Brothers and Big Sisters for one year, and served nine years as a board member. He also teaches pre-trial practice at Arizona State University Law School one night a week.

“We need to instill honesty, morals, ethics and superior work habits in children and students to help them change their culture for the better and make them better people,” said Myers.

Myers earned a *Juris Doctor* from Boston University of Law in 1962, and holds a Bachelor of Arts in history from the University of Massachusetts. He is an admirer of former President Abraham Lincoln and birds of prey, especially eagles and peregrine falcons.

Continued - Women’s History

Women’s History Month Honorees

Admn. Ellen Kirschbaum, Central Office
COII Lois Fraley
Sgt. Gracelia Reyna, Lewis
COIV Josie James, Lewis
COIII Shirley Perow, Florence
ASO Mariellen Van Blaricom, Florence
CO IV Becky Taylor, Winslow
COIII Cathy Cotrell, Florence
Lt. Dorothy Nelson, Florence
ESA Lisa Nelson, Florence
AA I Jennifer Abbotts, Phoenix
Warden Judy Frigo, Phoenix
ESA Karen Pulley, Phoenix
Admn. Audrey Burke, Central Office

Chaplain Cecily Lansford, Lewis
Captain Barbara Savage, Lewis
ESA Cindy Neese, Perryville
CO III Linda Bell, Perryville
Warden Mary Hennessy, Perryville
Admn. Sec. Ernestine Merino, Safford
CRN Judi Waggoner, Safford
ESA Norma Abbl, Safford
COIII Misty Briggs, Safford
Sgt. Patricia Cruz, Safford
Officer Roberta Turley, Safford
Personal Analyst Pam Wriston, Safford
ASO Vivian Villalba, Safford
COII Juli Buck, Tucson

Volunteer of the Year



Mitch Vitkovich

The Arizona Department of Corrections is recognizing the inspiring work of the more than 950 volunteers who donate their time, talents, and energy to improving the lives of inmates and ensuring their success upon release. The contributions of these volunteers can be measured by the 40,000 hours they provide to program services annually.

ADC honors the accomplishments of these individuals who support the mission of the Department by creating the **ADC Volunteer of the Year** award. Through his dedication to the Department, Mitch Vitkovich is the first recipient of this prestigious award. He was selected from a list of nominees submitted by each prison and then voted on by a committee that included Central Office program administrators.

Mr. Vitkovich began his volunteer service in 1983 as a member of a team conducting Catholic Renewal Movement activities in Arizona prisons. Within a few months he was named as project coordinator and has continued serving in that capacity since, having attended every Renewal conducted at adult male facilities in both state and federal prisons in Arizona. He has also served on the Religious Advisory Committee providing countless hours of service during the past 21 years.

Having presented the Renewal activity, a 35-hour discipleship training seminar, to more than 5,500 inmates in state and federal prisons, the movement has impacted the lives of many inmates. When asked what reward he has received from conducting these Renewals, Mr. Vitkovich proudly mentions the 400 Christmas cards the Movement received last year from inmates and their families. One can hear the emotion in his voice as he discusses countless expressions of gratitude and success.

Personal Analyst Julia Valdez, Yuma
Spvsr., Marlene Ortega, Central Office
Joann Perkins, Central Office
AA Patricia Tarrant, Comm Corrections
Admin. Sec., Tobey Hodgin, Lewis

ADC Prison Complexes Show

ADC Raises more than \$18,000



Director Dora Schriro presents Donna Pickering, president of the Arizona Victim Services Coalition, with a check for more than \$18,000.

The Arizona Department of Corrections showed its support for National Crime Victims’ Rights Week by hosting a series of activities throughout the state. The week-long event running April 18- 24 brought together survivors, criminal justice professionals and community volunteers to mark this year’s theme, “Victims’ Rights: America’s Values.”

Highlighting the activities was a commemorative service hosted by the Governor’s Office, U.S. Attorney’s Office, Arizona Department of Corrections, Arizona Attorney General’s Office and the Arizona Department of Public Safety, along with many other state agencies and victim service providers on Sunday, April 18 at Wesley Bolin Plaza in Phoenix.

“Victims’ Rights’ Week is a time to pay tribute to the victims of crime and their families. It is also a time to honor the many law enforcement professionals, advocates and volunteers who provide support and ensure that victims are treated with dignity and respect,” said ADC Victims’ Right Administrator Dan Levey.

Throughout the state, ADC organized activities in observance of Crime Victims’ Rights Week. Employees participated on-site and with their local communities to recognize and honor victims of crime. Activities and events that were held included guest speakers who are victims themselves; a poster contest among offenders; memorial services; voluntary offender collection drives; and a variety of fund-raising events to benefit victims groups.

Proceeds from the statewide fundraisers totaled more than \$18,000 and was awarded to Donna Pickering, president of the Arizona Victim Services Coalition by Director Dora Schriro.

“Victims’ Rights’ Week is a time to pay tribute to the victims of crime and their families,” said Dan Levey.

Central Office



Books and bears donated by Central Office staff.

The Arizona Department of Corrections partnered with ChildHelp USA and the Child Crisis Nursery to provide books and bears to children who have been victimized by crime. Also, under the direction of Dan Levy, Central Office coordinated the Victims’ Rights kickoff event at Wesley Bolin Plaza.

ASPC-Douglas



A bench created by Douglas staff and inmates that pays tribute to the victims of crime.

ASPC-Douglas Chaplains Keat and Donnelly provided inmates with information on the Arizona Coalition for Victim Services and solicited donations from them to benefit this organization. ASPC-Douglas Maintenance staff constructed a victims’ commemorative bench at a local park in Douglas. A dedication ceremony was held with representatives from victims’ organizations and local dignitaries.

ASPC-Eyman



Eyman staff stand in front of the complex’s Victims’ Rights monument. The monument was created by Eyman inmates and staff during National Victims’ Rights Week.

The Eyman Complex dedicated a monument that was designed in concert with Chuck Teegardner of the Pinal County Attorney Victims Services office. The monument is on display at the Pinal County government complex in Florence. Eyman staff donated confiscated, unauthorized inmate appliances to the Against Abuse shelter in Casa Grande. Also, Cook Unit inmates are making wooden toys such as rocking horses, cradles, puzzles to give to various victims’ organizations.

ASPC-Florence



Warden David Cluff and Florence senior staff members stand behind a bench donated by the complex in honor of victims’ rights.

The employees of ASPC-Florence hosted a victims’ rights ceremony at the Florence city park to dedicate a bench with the inscription, “Their voices may not always be heard, but they will never be forgotten.” Coloring books consisting of more than 45 drawings by inmates, as well as donated crayons were distributed to local domestic abuse shelters for children who stay there. A memorial was built on-site honoring victims of crime.

w Support for Crime Victims

ASPC-Lewis



Toys and furniture were built by inmates of ASPC-Lewis and donated to local victims' organizations. The inmates of the complex also made donations to this effort.



ASPC-Tucson

ASPC-Tucson has taken an active role in assisting the Arizona Coalition for Victims Services by donating 30 televisions to the Brewster Center for Domestic Violence. Warden Charles Flanagan and the Southern Arizona Correctional Release Center are working in conjunction with Homicide Survivors, an organization dedicated to the welfare of homicide survivors, and the City of Tucson to establish a Victims' Memorial Garden.

ASPC-Yuma

The Yuma Complex contributed blankets, hygiene items, clocks, and surplus denim jackets to the Crossroads Mission in Yuma. The complex is collaborating with Catholic Community Services to help with the construction of a womens' shelter. They plan to offer inmate labor to assist with all facets of this project including providing general laborers, construction workers, concrete workers, plumbers, electricians, welders, and tailors.

ASPC-Perryville

The inmates of ASPC-Perryville participated in a complex-wide fundraiser that raised \$2,600 for victims' rights. The complex held a victims' rights poster contest with winning posters selected from each unit.

ASPC-Safford

ASPC-Safford hosted various inmate fundraisers to raise money and increase awareness for victims' rights organizations. Safford employees and city officials participated in the dedication of a victims' rights memorial built by inmates at the Graham County Courthouse. Plans are underway to dedicate a victims' memorial garden in front of the Complex Administration Building.

ASPC-Phoenix



ASPC-Phoenix Warden Judy Frigo and Director Dora Schriro lead ADC staff during a tree planting ceremony. The tree was planted in honor of crime victims.



Phoenix staff pose with a collection of toys that the complex donated to crime victims' organizations.

The Phoenix Complex staff held a tree planting ceremony dedicated to crime victims. Staff also adopted the United Methodist Outreach Ministries New Day Center as a recipient for donated clothing and toys. UMOM offers emergency housing for the homeless and low-income families for up to 120 days

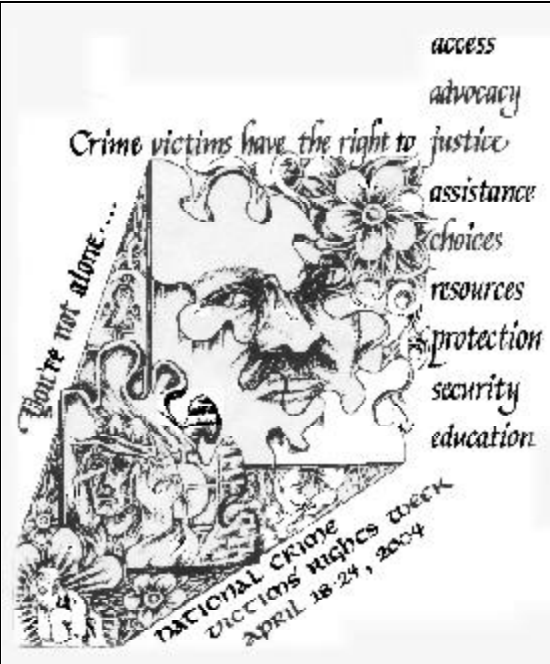


An inmate assisting with the mounting of the Safford Victims' Rights monument.

ASPC-Winslow

ASPC-Winslow Warden Harlen Nelson met with the Winslow city mayor to plan the construction of a victims' rights wall at a local park. Inmate fundraisers were held to support victims' rights charities.

Contest Winner



The winning design for the ADC inmate poster contest for the 2004 Victims' Rights Week was submitted by an inmate from ASPC-Safford. ADC staff, victims and victim services organizations voted for the poster that best represented victims' rights. More than 20 inmates created posters for the contest.

Officers Participate in Proclamation Signing



COII Chris Morantz of Winslow shakes the hand of Governor Napolitano.



The Governor shows ADC Officers a model for a new monument that will be built that honors the men and women who are serving our country in the Middle East.



COs representing all 10 complexes and Director Schriro proudly display the CO Week proclamation

This year, Director Dora Schriro invited Correctional Officers who recently returned from military duty to represent the agency during Governor Janet Napolitano’s signing of the Correctional Officers Week Proclamation.

Protecting Arizona citizens, serving the public, maintaining a high level of integrity, working in overcrowded institutions, saving lives: Doing a job not many would or want to do.

These are just a few of the reasons why Governor Janet Napolitano proclaimed the week of May 3-7, 2004, Correctional Officers Week.

“Correctional Officers provide a critical service to the citizens of Arizona by ensuring safety and security in our communities,” said Governor Napolitano.

Every year since 1985, correctional officers have been honored during the first week of May. In Arizona, 6,000 correctional officers work in prison facilities throughout Arizona helping ensure the safety of millions of Arizona citizens by putting their lives on the line every day.

ADC Director Dora Schriro joined the Governor in recognizing the extraordinary efforts and professionalism of correctional officers working in facilities throughout Arizona.

“Correctional Officers make a measurable difference in our State’s safety. This observation is our opportunity to express appreciation and admiration for our team of exceptional corrections professionals. They perform with excellence under difficult and dangerous circumstances every day,” said Director Dora Schriro.

During the week-long observance, the ADC hosted activities and recognition events throughout the state at all of its 10 complexes in honor of correctional officers.

ASPC-Phoenix raised more than \$21,000 in gift and prizes for Officers. Prizes were donated by the Arizona Diamondbacks, Arizona State



Savings Credit Union, Arizona Tactical, Basha’s, Bear Mountain, Bell Road Ford, Best Buy, Caswell Shoting, Chili’s, Claim Jumper, Coca Cola, Cracker Barrel, East and West Valley Uniform Shops, Fry’s Food and Drug, JC Penney, John’s Uniforms, KUPD, Krispy Kreme, Lewis Corporation, Larada’s Army Surplus, Olney Farms, Southwest Rod and Customs, Sportsman Warehouse, Stuart Anderson, Taser, TGI Fridays, Toys R’ Us, Wal-mart, Shooter’s World and Wildwood Theaters.

How is being a CO Similar to Serving in the Military?



Rosendo Gutierrez
Tucson

The supportive nature of the military is the same at corrections.



John Cowan
Yuma

In both jobs, you must maintain a certain level of security and know your surroundings.



Derrick Sowards
Perryville

In ADC and in Iraq, I know my fellow officer or colleague has my back.



Joel Reza
Florence

Working for ADC and being in the military has helped me work well with others.



Johnnie Mendoza
Eyma

I enjoy the friendships and sense of accomplishment both careers have afforded me.



Allen Blume
Phoenix

For me it represents honor and service community. My experiences with ADC helped me a great deal in Iraq.



Luis Hernandez
ASPC-Douglas

As a Corrections Officer, I encountered many difficult situations that prepared me in Iraq.



Chris Morantz
Winslow

As a CO and a member of the military, I have learned the value of discipline, integrity and communication.



Roosevelt McKnight
Lewis

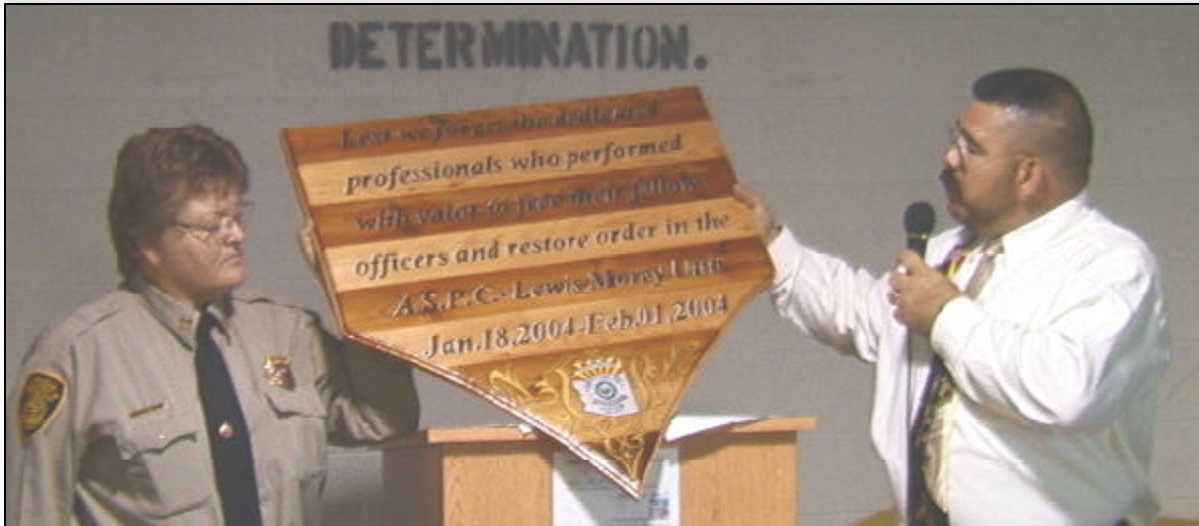
I am a better Corrections officer because of my military background.



Pete Aguilar
Safford

It’s about helping the public stay safe and the camaraderie with fellow Officers.

Lewis Honors Staff at Awards Banquet



Captain Barbara Savage and Warden Ernest Trujillo of ASPC-Lewis display a monument made by inmates that commemorates the work done by all ADC employees during the Morey Unit hostage incident.

The mood was festive, employees were upbeat and the smell of fajitas filled the air at the Arizona Correctional Industries building within the Stiner Unit.

Employees from all of ASPC-Lewis gathered for a *Cinco De Mayo* theme quarterly awards ceremony at the Stiner Unit to celebrate the accomplishments of some of the complex's finest employees.

"We have a lot of great employees here at Lewis, and we need to take some time, slow down and recognize their achievements," said

ASPC-Lewis Warden Ernest Trujillo. "This complex has been through a lot lately, and many of our employees have performed admirably."

During the ceremony, ASPC-Lewis honored seven staff members who returned from their military duty. The military returnees are CO IIs Roldolfo Espinosa, Terry Ball, Alan Griggs, Chauncy Luckett, Roosevelt McKnight and James Alderson and Sergeant Perry Steadman.

Also, a special plaque was presented to the Morey Unit for their work during the hostage incident in January of 2004.

reducing recidivism, providing treatment, electronic monitoring, preparing eligible inmates for independent living following community supervision and enhancing the public safety.

SB 1090 – Chapter 223 – state employee compensation study

Establishes a Joint Legislative Study Committee on State Employee Compensation to study state personnel systems, and compensation including salary, benefits, employee turnover, and performance pay.

SB 1158 – Chapter 224 – *tuition waivers; guardsmen; correctional officers

Children under 30 of a national guardsman or correctional officer are eligible for a tuition waiver from the State Board of Regents if the child's parent is killed or injured in the line of duty.

SB 1222 – Chapter 131 – victims' rights; statement by judge

Requires judges to recite crime victims' constitutional rights at the beginning of criminal dockets.

SB 1412 – Chapter 281 – criminal justice; budget reconciliation

Requires ADC to privatize inmate stores. ADC or ACI may bid. Exempts private prison construction from the procurement code requirements through June 2005.

SB 1402 – Chapter 275 [LIV] – *general appropriations act; 2004-2005

The FY 2005 budget for ADC includes the following:

Pay raises of \$1,000 annually for all FTE, including CO series, except nurses who work in a correctional setting who will receive a \$2,000 raise.

Although the Department receives a lump sum of \$651,856,700, the budget plan includes:

- *Lethal Fence: elimination of 21 FTE (\$0.7M)*
- *Substance Abuse Treatment: adds 13 FTE (\$680,500)*
- *Fire Crews: adds 18.0 FTE (\$0.8M)*
- *Inmate Records: adds 10 FTE (\$0.4M)*
- *Restore 1,350 State Beds including 263 FTE and \$2.6M*
- *Population Growth Funding: adds \$1.9M*
- *AHCCCS Rate Reduction: cuts \$2.4M*
- *Pharmacy Centralization: eliminates 8.0 FTE (\$0.2M)*
- *Sex Offender Treatment: adds 8 FTE (\$470,700)*
- *Student Population: cuts \$.6M from the Special Education Fund*
- *Fund Transfer to General Fund: takes \$.5M from ACI*

Legislative Session continued

HB 2029 – Chapter 252 – ASRS; service purchase; cost

Changes the formula used to calculate the cost to purchase service credit to a single standard based on the actuarial present value. Authorizes payment for credited service via rollover contribution of accrued vacation, sick leave or overtime pay.

HB 2080 – Chapter 64 – *CORP; prior service redemption

Allows present active CORP members with previous service anywhere to redeem prior service.

HB 2109 – Chapter 229 – *contribution rate; CORP

Increases the employer contribution rate for CORP to 4%. Provides for a permanent reduction in the employee contribution rate equal to the difference between four percent and the aggregate employer rate if the aggregate employer rate drops below four percent.

HB 2182 – Chapter 231 – alcohol detoxification centers; study committee

Establishes the Study Committee on Regional Alcohol Detoxification Centers to examine data regarding alcohol abuse and its effect on county governments, federal and state laws, alcohol-related crimes and deaths, and the number of detoxification programs in the State. Requires the Committee to assess the availability of services and identify sources of funding

HB 2184 – Chapter 254 – *oversight council; DUI abatement

Reestablishes the Oversight Council on Driving or Operating under the Influence Abatement which sunsetted on January 1, 2004, to administer grants.

HB 2256 – Chapter 121 – nursing assistants; pilot program; medication

Authorizes a pilot project funded by fees imposed on participating skilled nursing facilities that allows certified nursing assistants to administer certain medications.

HB 2452 – Chapter 142 – *sex offenders; identification; monitoring

Directs persons required to register as a sex offender to pay a \$250 assessment in addition to other fines and penalties, and carry a valid driver or non-operating license. Any violation is a Class 1 misdemeanor and includes an additional \$250 assessment. Monies collected will be deposited into the Sex Offender Monitoring Fund.

HB 2502 – Chapter 210 – governmental procurement; set aside program

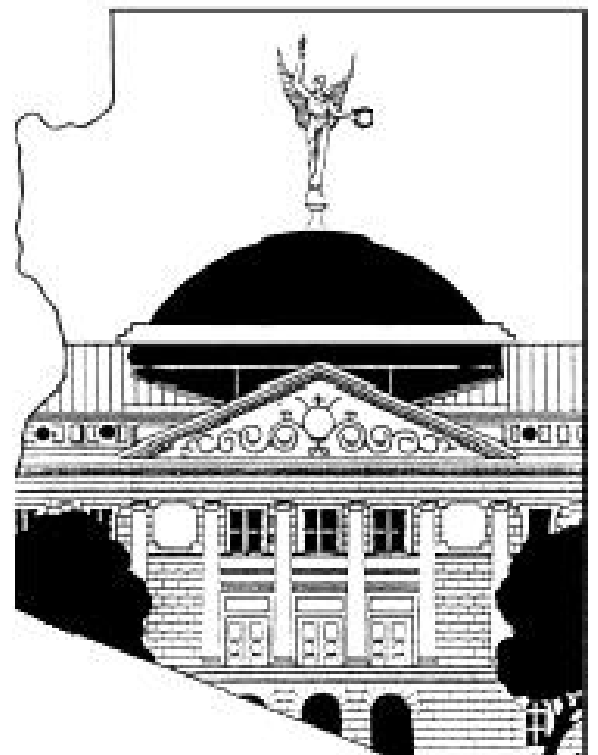
Requires state government to set aside at least one percent of its purchases or contracts for any products, materials and services from Arizona Industries for the Blind, Certified Non-Profit Agencies for Disabled Delayed effective date of January 1, 2005, sunseting on July 1, 2009.

HB 2552 – Chapter 36 – board of executive clemency; continuation

Continues the Board of Executive Clemency until June 30, 2005.

HB 2646 – Chapter 204 – community accountability pilot program

Establishes a Community Accountability Program as an alternative to revocation for community release or parole violators. Authorizes the Board of Executive Clemency to assign non-violent offenders who have not committed a new crime as their violation to the Program. Limits the number of offenders who may participate to 1,000 in the first year and 2,000 in the second year. The goals of the program include



Tactical Teams Battle in Tucson

On the heels of the ASPC-Lewis Morey incident and the recommendations of Governor Janet Napolitano’s Blue Ribbon Panel, the 2004 Tactical Support Unit Event was one of the most competitive in the group’s history.

At the competition in Tucson, tactical support team members demonstrated their agility and firearm’s training in a series of events.

“Each year, the TSU competition serves as a benchmark for TSU members to assess their skills against tactical teams from other state prison complexes. It has proven to be invaluable in fostering good communication between tactical teams, building teamwork and esprit-de-corps and sharing techniques and best practices,” said ASPC-Yuma Warden Ivan Bartos. “Tactical teams have played a vital role in helping restore prisons to normal operations following critical incidents for years, most recently during the hostage crisis at the Lewis prison complex.”

The Arizona Department of Corrections Tactical Support Unit is a group of specifically designated correctional officers who have received specialized training and have demonstrated proficiency in the use of special weapons and tactics employed by the Department in managing institution disturbances.

The changes to the Tactical Support Unit program meet all of the findings of the Blue Ribbon Panel that was assembled to investigate the ASPC-Lewis Morey Unit hostage incident. “Tactical teams play a vital role in helping



During the competition, tactical team members move in on a potential suspect.



TSU bursts thru the door during an exercise

restore prisons to normal operations following critical incidents. The Lewis hostage incident was a reminder of how important tactical support teams are to an institution,” said Deputy Director Gary Phelps.



Officer Elizabeth Payne and Service Dog Diesel with their first place trophy

Diesel and Payne Place First

Service dog Diesel, with help from Correctional Officer Elizabeth Payne, sniffed out a first place victory at the *Second Annual Desert Dog Regional Police K-9 Trials* in Scottsdale, Arizona. The duo topped 35 teams competing in the narcotics division.

“With so many excellent canines teams at this competition, I am so honored that the Arizona Department of Corrections was able to earn a first place finish,” said Canine Administrator Ralph Pendergast. “Service dog Diesel and Officer Payne are just one of the many outstanding canine teams in our agency.”

Teams from as far away as Pennsylvania competed in a variety of events including building searches, an obstacle course, tactical obedience, handler protection scenarios and narcotics detection. In all, 50 teams competed in the day’s events. The canine games were hosted by the Scottsdale, Mesa and Phoenix Police Departments.

The ADC narcotic detention dogs are used by the Department as part of the effort to prevent the introduction and use of narcotics. The dogs are used to search inmate visitors, returning off-site work crews, mail and property rooms, housing areas, vendors, contractors and staff.

TSU Competition Results:

Overall Standings	Shotgun Event	O-Course	Pistol	Rifle
	1. Tucson	1. Tucson	1. Eyman	1. Douglas
	2. Douglas	2. Yuma	2. Winslow	2. Perryville
	3. Phx/Globe	3. Florence	3. Phx/Globe	3. Sffrd/Ft. Grnt
	4. Perryville	4. Sffrd/Ft. Grnt	4. Florence	4. Florence
	5. Lewis	5. Douglas	5. Sffrd/Ft. Grnt	5. Eyman
	6. Florence	6. Eyman	6. Yuma	6. Tucson
	7. Yuma	7. Perryville	7. Tucson	7. Phx/Globe
	8. Sffrd/Ft. Grnt	8. Lewis	8. Douglas	8. Winslow
	9. Eyman	9. Phx/Globe	9. Perryville	9. Yuma
	10.Winslow	10.Winslow	10.Lewis	10. Lewis
	Sniper	Specialty	1 ½	K-9
	1. Perryville	1. Perryville	1. Yuma	1. Phx/Globe
	2. Lewis	2. Eyman	2. Douglas	2. Tucson
	3. Tucson; Sffrd	3. Tucson	3. Sffrd/Ft. Grant	3. Safford
	4. Phx/Glbe;Yuma	4. Winslow	4. Tucson	4. Florence
	5. Eyman;Wnslw	5. Sffrd/Ft. Grnt	5. Florence	5. Perryville
	6. Florence	6. Florence	6. Perryville	6. Yuma
	7. Douglas	7. Phx/Globe	7. Eyman; Wslw	7. Winslow
		8. Yuma	8. Lewis	8. Lewis
		9. Lewis	9. Phx/Globe	9. Douglas
		10.Douglas		10.Eyman

Lady Snipers On Target

The first-ever Arizona Department of Corrections all female sniper team participated in the 2004 Tactical Support Unit Competition.

With no previous competition experience, Correctional Officers J. Enman and S. Walker from ASPC-Yuma edged out five other ADC teams from around the state and managed a fifth place finish.

“I am justifiably proud of the Yuma TSU contingent that participated in this valuable training exercise. I could not be more proud of Yuma’s sniper/spotter team, who represented this complex and themselves superbly, and took their rightful place among the very best in the ADC tactical community,” said ASPC Warden Ivan Bartos.

Enman and Walker have been training to be snipers for about nine months. CO II Enman was deployed to the ASPC-Lewis Morey incident as a sniper to assist with the resolution of the hostage standoff.

Yuma sniper/spotter teams go through extensive scoped rifle training, and devote many hours before or after shift to handle crisis situations around the state.